

2021 Employee Interest Survey

Summary

605 total responses

Division

33% DCPH

26% DRL

26% DSDS

8% Director's Office

6% Administration

Work location

41% Jefferson City office

24% Other city office

35% Telecommuter

Age

32% 50-59

28% 40-49

16% 30-39

13% 60+

9% 18-29

Gender

89% female

Management Support

19% were management or program managers

Areas of Interest

(8 dimensions ranked)

1. Physical – 444/605 responders are interested in the physical dimension
2. Emotional – 328
3. Occupational – 313
4. Social – 253
5. Intellectual – 247
6. Financial – 220
7. Environmental – 196
8. Spiritual – 156

What are people most interested in?

#	Field	Very Interested	Somewhat Interested	Indifferent	Not Interested	Total
1	Participating in department-wide fitness challenges (physical dimension)	25.04% 146	42.20% 246	17.15% 100	15.61% 91	583
2	Participating in department-wide lifestyle challenges (other wellness dimensions)	20.93% 122	47.86% 279	19.55% 114	11.66% 68	583
3	Healthy choices in the café/vending machines	33.79% 197	21.10% 123	20.41% 119	24.70% 144	583
4	Preventive wellness screenings (blood pressure, cholesterol, diabetes)	46.91% 273	33.51% 195	11.34% 66	8.25% 48	582
5	Quitting tobacco or nicotine	4.71% 27	4.19% 24	22.16% 127	68.94% 395	573
6	Weight management	43.01% 249	34.54% 200	10.54% 61	11.92% 69	579
7	DHSS recreational sport league teams	10.69% 62	21.38% 124	22.07% 128	45.86% 266	580
8	Representing DHSS at community runs/walks (i.e. 5Ks)	17.47% 102	31.85% 186	20.55% 120	30.14% 176	584
9	Tai Chi or Yoga classes	29.14% 169	32.59% 189	15.00% 87	23.28% 135	580
10	Healthy aging/caregiver issues	17.16% 98	37.13% 212	23.29% 133	22.42% 128	571
11	Group activities (weight loss groups, walking groups, other support groups)	27.56% 159	37.61% 217	15.94% 92	18.89% 109	577

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Most interested in:

- Preventative wellness screenings
- Healthy choices in the café/vending machines
- Weight management

Honorable mentions:

- Department-wide lifestyle challenges and fitness challenges
- Healthy aging/caregiver issues
- Group activities (weight loss groups, walking groups, support groups)

Least interested in:

- Quitting tobacco or nicotine (most of our employees already do not smoke)
- DHSS recreational sport league teams

Motivators/Barriers

Biggest BARRIERS to participating in WW events:

Top two were location of event (271) or lack of time over lunch/breaks (248)

- Working from home was stated as the biggest barrier in the comment section.

How can we assist you in removing these barriers?

- Recurring notes: offering recorded LNLs, activities outside Jeff City, online zoom exercise class, try a time besides lunch hour, reminder of our perks, supervisor approval of time off, increase the # of hours approved for wellness activities, offer incentives, classes after work, phone coverage so we can take lunch

Motivators for participating in WW activities:

- Maintaining positive mental health/stress relief (395)
- Being healthy (379)
- Achieving or maintaining a successful change in health (i.e. weight loss) (343)

Impact

WWC sponsored activities have....

- Increased my knowledge regarding wellness topics (215)
- Encouraged me to change my behaviors (being more active, eating healthier, etc.) (191)

Employee Demographics**Current Physical Activity Level**

50% exercise or walk occasionally, but not on a set schedule.

20% do not exercise or walk daily, but have been thinking about starting.

15% do moderate or vigorous physical activity for at least 30 minutes a day most days of the week.

Nutrition

58% eat a healthy, balanced diet sometimes, but not all the time.

15% do not eat a healthy, balanced diet regularly, but have been thinking about starting.

13% eat a healthy, balanced diet almost every day.

Tobacco

94% do not use tobacco or nicotine products.

3% want to quit.

3% are not planning to quit.

Anxiety – how often do you feel anxious or nervous?

38% feel anxious or nervous some of the time.

31% a little of the time.

17% most of the time.

6% all the time.

6% never.

Depression – how often do you feel sad, down or depressed?

46% feel depressed a little of the time.

23% some of the time.

17% never.

8% most of the time.

Which of the following DHSS wellness supports are you aware of?

- Lowest: Wellness Buddies/Superstars, state car cards, presentations available for meetings. Lots of room for improvement.
- 70% of respondents were already familiar with the 14.3 policy for time off work to participate in events.

Preferences

What time of day would you prefer to participate in WWC activities?

57% during lunch or a break

25% after work

12% before work

Suggestions: mid-morning, late afternoon or last hour of the workday (during work but not on lunch break).

Sending WW information...

70% prefer through an email or newsletter (including one from their section's representative)

21% prefer on the Intranet

7% prefer through flyers

Suggestions: through phone or text messaging/app options, posting a calendar of events (not through Outlook)

How can we better assist you while working from home and/or as a telecommuter?

- Recurring notes: nearby walking trails, virtual 5K, need social connections (encourage virtual coffee chat or book club), explain use of sick leave for exercising to supervisors, wellness buddies, longer emails with frequent reminders of our resources, videos, workout room/DVDs at other locations

Additional comments

- Recurring notes: do we have quiet rooms, stress management, lack of participation due to workload or supervisor support, suggest apps for tracking health

*Comments show there is a lack of awareness about offerings or confusion of MCHCP vs. WWC. Maybe send quarterly email for WWC and champions to send to those who aren't on email list to remind of resources. Or make intranet sliders about perks/resources on intranet. Need to address stress level/workload and lack of supervisor support of wellness.